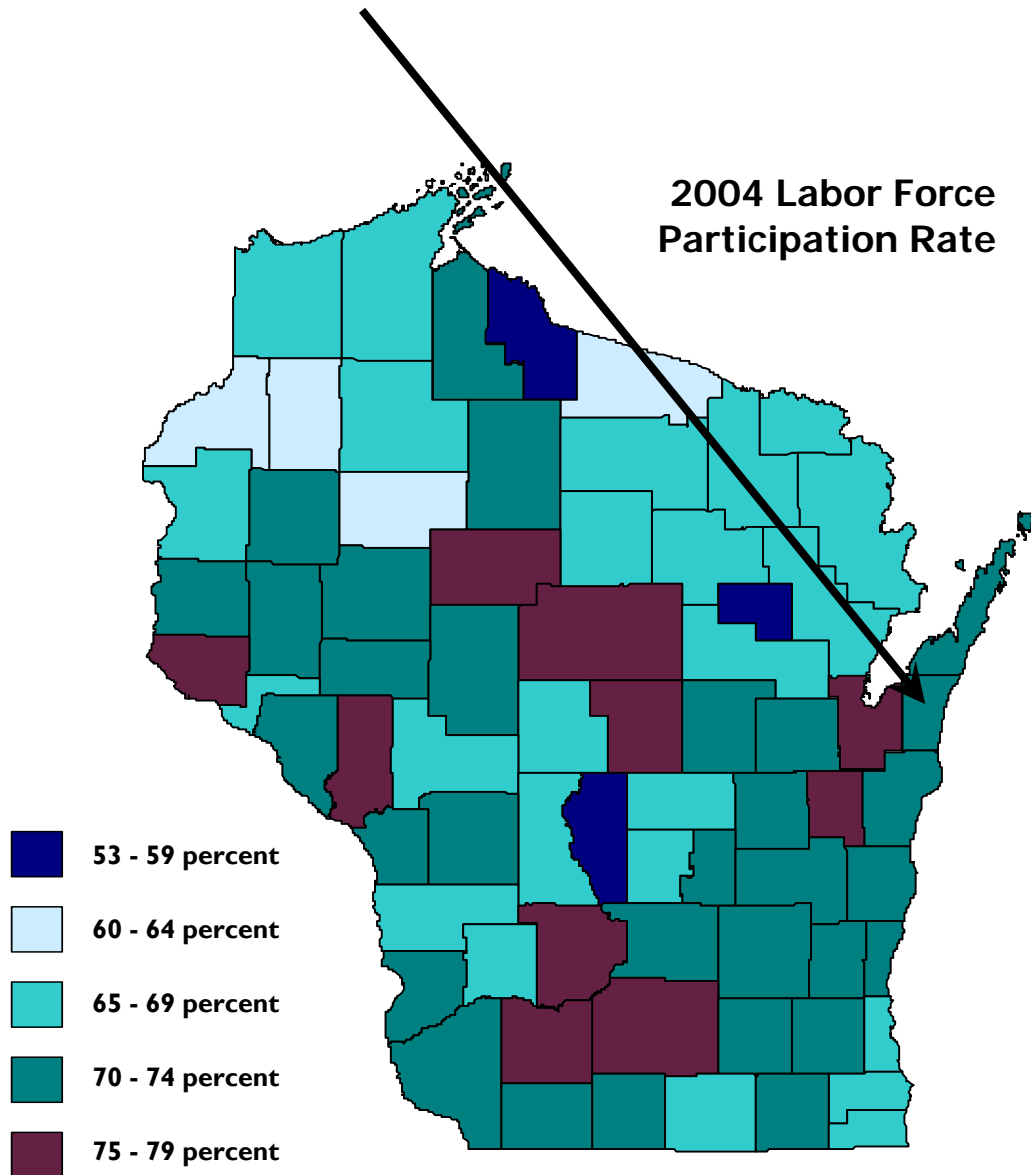


# Kewaunee County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by  
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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## County Population and Labor Force

The growth rate for Kewaunee County's population between 2000 and 2005 was about midway between the state's and nation's growth rate. Between 2000 and 2005 the county has grown by 895 residents. The projected growth rate for the county's population between 2000 and 2020 is expected to be below both the state and national rate for the period. The projected growth rate for the county through 2020 is expected to be 11.2 percent, compared to 13.9 percent for the state and 19.3 percent for the nation.

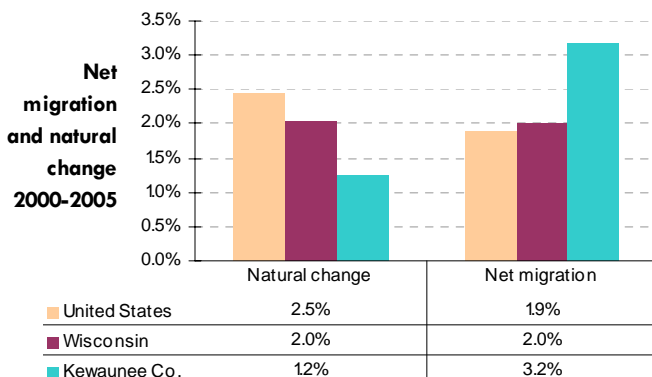
The percent of the population aged 16 and over that is currently in the labor force is 72.4 percent. This is above the statewide average of 70.8 percent. The percentage of workers in the labor force fluctuates on a monthly and annual basis depending on where we are in the economic cycle during the year as well as how the overall economy is doing. Generally, the participation rate in Wisconsin and Kewaunee County are well above the national average which is currently 65.4 percent. Wisconsin's labor force participation rate is usually in the top five nationally. A disadvantage of a high participation rate is restrictions on future job growth for the region. How do you create more jobs, if there is not a pool of available workers.

The make-up of the county's population by age group is different than the state and nation. The percentage of the population in the youngest group (16 to 24 years old) is similar to the state and nation, while the percentage of the labor

### Five largest municipalities in Kewaunee County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
<b>Kewaunee County</b>	20,187	21,082	895	4.4%
Algoma, City	3,357	3,363	6	0.2%
Kewaunee, City	2,806	2,901	95	3.4%
Luxemburg, Village	1,935	2,204	269	13.9%
Red River, Town	1,476	1,553	77	5.2%
Luxemburg, Town	1,402	1,493	91	6.5%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



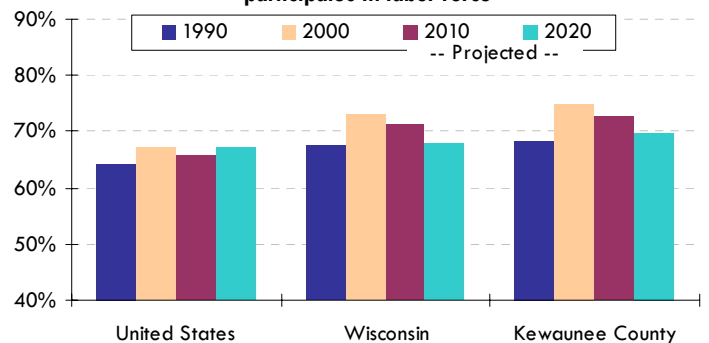
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

### Population and Labor Force

	United States	Wisconsin	Kewaunee County
<b>Total population in 2000</b>	281,424,602	5,363,715	20,187
<b>Population est. Jan. 1, 2005</b>	295,160,302	5,580,757	21,082
Change	13,735,700	217,042	895
% change	4.9%	4.0%	4.4%
<b>2005 Labor force population*</b>	224,837,000	4,339,938	16,768
Share of total population	76.2%	78%	79.5%
Labor force	147,125,000	3,071,179	12,143
Labor force participation rate	65.4%	70.8%	72.4%
<b>2005 Population 16 yrs. &amp; over</b>	228,621,674	4,417,313	16,922
16-24 yrs old	37,489,370	743,764	2,833
Share of population 16+ yrs	16.4%	16.8%	16.7%
25-59 yrs old	142,248,896	2,708,865	9,965
Share of population 16+ yrs	62.2%	61.3%	58.9%
60 yrs and older	48,883,408	964,684	4,124
Share of population 16+ yrs	21.4%	21.8%	24.4%
<b>Projected population: 2020</b>	335,804,546	6,110,878	22,457
<b>Population 16 yrs. &amp; over</b>	264,085,104	4,869,573	17,938
16-24 yrs old	37,918,865	681,586	2,207
Share of population 16+ yrs	14.4%	14.0%	12.3%
25-59 yrs old	150,678,402	2,756,884	10,011
Share of population 16+ yrs	57.1%	56.6%	55.8%
60 yrs and older	75,487,837	1,431,103	5,720
Share of population 16+ yrs	28.6%	29.4%	31.9%

\* civilian population 16 yrs. and older not in an institution

### Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

force between 25 and 59 is below the state and national average. The county has a higher percentage of population over age 60 than the nation. This places a larger portion of the county's population at or near retirement. By 2020, the county will have a smaller percentage of population under 24 than the state and nation.

## Revised Labor Force

The county's labor force had its largest increase of workers between 1999 to 2000 when it increased by 961 workers. This was the period just before the most recent recession. However, the change in labor force at this point in time may be the result of a change in the estimating brought about by the 2000 census. This created a break in the data. At this time, the county also was included in the Green Bay Metropolitan Statistical Area (MSA).

The county's unemployment rate reached a low point in 2000 at 2.7 percent and then increased with the onset of the most recent recession. Although the recession ended in 2001, the unemployment rate did not peak until 2003 when it reached 5.8 percent. Since that time, the number of unemployed as well as the rate has dropped considerably.

Currently the labor force for the county is at 11,614. Although the rate has moderated during the last year, the number of workers estimated to be unemployed remains above the long term average over the period of 484.

### Kewaunee County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	10,063	9,605	458	4.6%
1991	9,937	9,290	647	6.5%
1992	10,455	9,771	684	6.5%
1993	10,443	9,915	528	5.1%
1994	10,629	10,126	503	4.7%
1995	10,426	10,019	407	3.9%
1996	10,458	10,047	411	3.9%
1997	10,643	10,260	383	3.6%
1998	11,069	10,707	362	3.3%
1999	10,680	10,382	298	2.8%
2000	11,641	11,332	309	2.7%
2001	11,741	11,291	450	3.8%
2002	11,869	11,271	598	5.0%
2003	12,023	11,326	697	5.8%
2004	12,143	11,614	529	4.4%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

## Education Attainment

The focus of this county's analysis to this point has been on quantitative changes in Kewaunee County's population and labor force. At this point we will move to information on the quality of the county's labor force in comparison with the state and nation by age and gender.

Among the ways which experts measure the overall quality

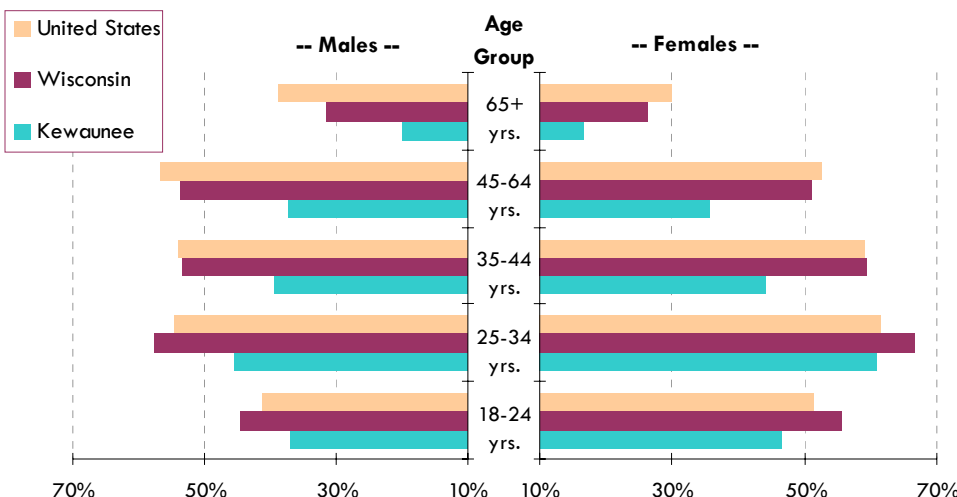
of a region's skilled workforce is through an analysis of the level of education attainment among the population. An example of this type of analysis is depicted in the graph below. In reviewing this data, a number of significant trends are apparent.

The county is surpassed by the state and national averages at

all of the five age levels for both male and females as to the level of post-secondary education (measured as attendance at either a technical or community college and/or four-year college or university).

Females in the county exceed males in post-secondary education in the 18 to 24 year-old, 25 to 34, and 35 to 44 year-old categories, while the percentage of males in 45 to 64 and those over age 65 exceeds the percentage of females with post-secondary education. This is relatively common in many of Wisconsin's counties as well as the United States, with younger females having attained higher education levels than their male counter parts.

### Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

## Employment and Wages

The average wage in Kewaunee County was at 88.4 percent of the statewide average in 2004. Two industries (trade, transportation and utilities and professional and business services) in the county had average wages that were above the state average.

The highest paid industry in the county is professional and business services at \$46,103. This is 116.5 percent of the state's average. Trade, transportation and utilities is the next highest industry at \$38,760. This industry is affected by the location of two nuclear power plants both within Kewaunee County and in adjacent Manitowoc County.

Manufacturing has the greatest number of workers of any industry group with over 25.4 percent of the county's jobs. These jobs represent a slightly larger portion of the county's payroll with 27.4 percent of all wages paid in the county for a total of nearly \$61.5 million. The industry had an increase of 73 jobs between 2003 and 2004.

Trade, transportation and utilities had the second highest payroll in the county, but ranked third in number of workers. The trade, transportation and utilities had the greatest positive differential in difference between number of workers and

### Average Annual Wage by Industry Division in 2004

	2004		Percent of Wisconsin	1-year % change
	Wisconsin	Kewaunee County		
All Industries	\$ 34,749	\$ 30,732	88.4%	7.7%
Natural resources	\$ 27,399	\$ 25,756	94.0%	7.1%
Construction	\$ 41,258	\$ 35,513	86.1%	5.4%
Manufacturing	\$ 44,145	\$ 33,188	75.2%	2.7%
Trade, Transportation, Utilities	\$ 30,088	\$ 38,760	128.8%	7.3%
Information	\$ 41,759	suppressed	Not avail	Not avail.
Financial activities	\$ 45,103	\$ 29,880	66.2%	1.4%
Professional & Business Services	\$ 39,580	\$ 46,103	116.5%	23.5%
Education & Health	\$ 36,408	\$ 30,156	82.8%	13.6%
Leisure & Hospitality	\$ 12,295	\$ 6,557	53.3%	4.3%
Other services	\$ 20,207	\$ 18,034	89.2%	5.0%
Public Administration	\$ 36,347	\$ 24,470	67.3%	5.6%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

percentage of total payroll. The industry pays out nearly 5 percent more of the county's wages than it has workers. This is the reverse of the leisure and hospitality industry which provides 8.5 percent of the county's jobs, but only 1.8 percent of the county's wages.

The education and health services industry had the second greatest number of workers. This industry has also added the most jobs during the year (518). Overall, the number of jobs increased in the county by 605 in 2004.

### 2004 employment and wage distribution by industry in Kewaunee County

	Employment		Total payroll	
	Annual average	1-year change		
Natural Resources	454	3	\$ 11,693,143	
Construction	552	-4	\$ 19,603,337	
Manufacturing	1,853	73	\$ 61,496,949	
Trade, Transportation, Utilities	1,279	5	\$ 49,574,009	
Information	suppressed	suppressed	suppressed	
Financial Activities	221	4	\$ 6,603,515	
Professional & Business Services	283	21	\$ 13,047,020	
Education & Health	1,636	518	\$ 49,335,013	
Leisure & Hospitality	623	1	\$ 4,085,124	
Other services	79	3	\$ 1,424,690	
Public Administration	272	11	\$ 6,655,946	
Not assigned	suppressed	suppressed	suppressed	
All Industries	7,291	605	\$ 224,068,265	

Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

## Industry and Employers by Size

### Top 10 Employers in Kewaunee County

Establishment	Product or Service	Size (Dec. 2004)
Aurora Medical Center of Oshkosh Inc	Gen. medical & surgical hospitals	500-999 employees
Wisconsin Label Corp	Commercial flexographic printing	250-499 employees
Algoma Hardwoods Inc	Wood window & door mfg.	250-499 employees
Nuclear Management Co LLC	Nuclear electric power generation	250-499 employees
Luxemburg-Casco Public School	Elementary & secondary schools	250-499 employees
Kewaunee Fabrications LLC	Misc. general purpose machinery mfg.	250-499 employees
County of Kewaunee	Executive & legislative offices, combined	100-249 employees
Kewaunee School District	Elementary & secondary schools	100-249 employees
N E W Plastics Corp	Plastics bottle mfg.	100-249 employees
The Vollrath Co LLC	Kitchen utensil, pot, & pan mfg.	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

### Prominent industries in Kewaunee County

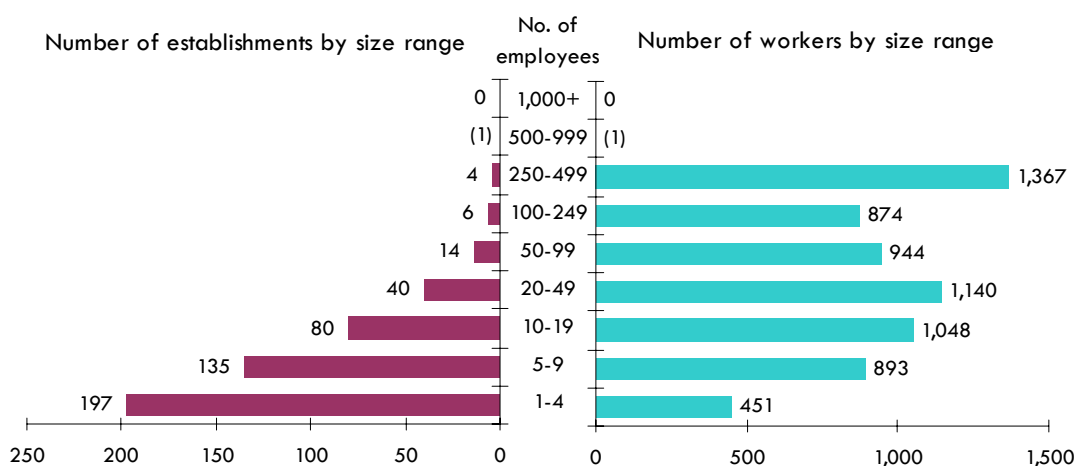
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Educational services	3	620	-15	93
Hospitals	*	*	not avail.	not avail.
Printing and related support activities	*	*	not avail.	not avail.
Food services and drinking places	36	456	71	61
Wood product manufacturing	*	*	not avail.	not avail.
Utilities	*	*	not avail.	not avail.
Machinery manufacturing	*	*	not avail.	not avail.
Fabricated metal product manufacturing	6	271	37	12
Animal production	21	254	11	146
Crop production	*	*	not avail.	not avail.

\* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

### Kewaunee County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Kewaunee County has a higher percentage of jobs in manufacturing than the state and nation, and this is reflected in the largest employers and industries within the county. Five of the ten largest companies are in manufacturing and three of the largest industry groups are manufacturing.

In the top ten employers county government and the Kewaunee school district are included. Education is the largest industry group in the county. It is not unusual that government services and schools to be in the ten largest employers group. These employers are limited in number and provide services to large sectors of the population. Therefore, they tend to have a concentrated number of workers. Educational services includes both the public and private educational facilities.

The graph on the bottom of this page indicates that the majority of the county's employers are small with less than 20 employees. Nearly 87 percent of all the county's employers fall into this group. They provide 35.6 percent of the county's jobs. At the same time, nearly 33.4 percent of the county's jobs are with employers having at least 100 employees. This group of employers represents just under two percent of the county's employers.

## Per Capita Personal Income

One other aspect of looking at the economy of a county is the per capita personal income (PCPI) in the county. Because the income is derived from all sources, it tells more than just what the wages or types of jobs are available. The latest PCPI available is for the year 2003. PCPI in Kewaunee County was \$25,538. The county's PCPI ranks 38th highest of the state's 72 counties in amount and 71st in its five year growth rate since 1998. PCPI in the county was \$5,149 below the state, and \$5,936 below the nation.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from holdings, accrued interest, rental property income, retirement benefits, social security and other government transfer payments.

The ranking of the county's PCPI was relatively low even though the county is part of an MSA where PCPI is usually closer to the state average. The difference is due in part because Kewaunee County is primarily rural and PCPI and average wages in rural counties are generally lower than in larger urban areas.

Total per capita income is influenced by sources of income other than wages. Net earnings make up 70.1 percent of the county's total income. This is only slightly above the state average of 69.9 percent. Remaining income in the county comes from dividends, interest, rental property income (14.5 percent) and transfer payments (15.4 percent). With nearly equal portions of PCPI coming from wages, this is most likely the primary cause of a lower PCPI than the state.

The county's population has a slightly greater share of its population above age 60 age, close to retirement. This will

have an impact on the portion that may receive transfer payments in the form of retirement checks, social security and other similar payments, while counties with a higher percentage of young residents generally have a higher percent of the PCPI coming from wages. The portion coming from transfer payments was above the statewide average of 14 percent.

**Wisconsin Counties 2003 Per Capita Personal Income and Rank in State**

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005